

High Performing Organization Information

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The High Performing Organization (HPO) concept has been used at the City of Longview since 2002. City employees have worked to ensure that the City of Longview becomes a high performing governmental agency.

City employees are truly the driving force behind this idea. Parallel teams made up of individuals from various departments come together to find solutions and recommend improvements to city policies and processes. No matter what your position within the City organization, each person is an equal player on the HPO Teams.

As a result of requesting employee input, the City employees have developed their own set of core values and definitions:

Accountability "To be dependable, reliable and responsible."

Teamwork "Working together to achieve more."

Integrity "The moral and ethical guide that leads all my actions."

Professionalism "Exhibiting job knowledge and dedication to others."

These values are commonly referred to as ATIP. Through the process of developing our core values, employees also created a vision statement for the City: Longview...Committed to Excellence.

HPO Teams meet on a regular basis and constantly strive to guarantee the City of Longview is a high performing organization. Our teams have saved the City money through efficiency improvements, allowing us to do more with less. This translates in to savings for our citizens through lower costs and a reduction in need for increased revenues.

The City of Longview is an organization that encourages employees to network their talents through the application of leadership, vision, strategic thinking and organizational values. High Performing Organizations (HPO) produce results that extend beyond customer service. They become agents and models of constructive innovation and create places where people can learn, achieve, and grow.

For more information call: 903-237-1021 | [Contact Us](#) [3]

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Links:

[1]

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[2]

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